

## **ECOLink Management at ECOWAS COMMISSION**

### **Recruitment of SAP ABAP DEVELOPER – Abuja, Nigeria**

#### **TERMS OF REFERENCE**

##### **1. Background Information**

The Economic Community of West African States (ECOWAS) is a regional group of twelve countries, founded in 1975. Its mission is to promote economic integration in all fields of economic activity, particularly industry, transport, telecommunications, energy, agriculture, natural resources, commerce, monetary and financial questions, social and cultural matters.

The treaty signed by ECOWAS Heads of State and Government created the key organs to provide general policy guidelines and direction as well as the following Institutions, Agencies and Offices to work in synergy with Member States, sister institutions, the African Union, civil society organizations, the private sector, and development partners to ensure a cost effective, accelerated and optimal attainment of the set objectives.

Following institutions and agencies form ECOWAS:

- ECOWAS Commission
- Community Parliament
- Community Court of Justice
- Inter-Governmental Action Group against Money Laundering and Terrorism Financing in West Africa (GIABA)
- West African Health Organization (WAHO)
- Office of the Auditor General (OAG)

Agencies and Offices set-up under the Institutions include:

- ECOWAS Gender Development Centre (EGDC)
- ECOWAS Youth & Sports Development Centre (EYSDC)
- Water Resources Coordination Centre (EWRC)
- Project Preparation and Development Unit (PPDU)
- Regional Agency for Agriculture and Food (RAAF)
- Ecowas Centre for Renewable Energy and Energy Efficiency (ECREEE)
- ECOWAS Regional Electricity Regulatory Authority (ERERA)
- Regional Animal Health Center (RAHC)
- ECOWAS Regional Competition Authority (ERCA)
- Regional Centre for Surveillance and Disease Control (RCSDC)

ECOWAS has a resident rep office in each of the following countries: Togo, Capoverde, Ghana, Cote d'Ivoire, The Gambia, Liberia, Guinea Bissau, Guinea, United-States, Belgium, Senegal, Ethiopia, Benin, Sierra-Leone

ECOWAS has implemented the following SAP modules of SAP ERP 6.0, to provide integrated enterprise resource planning and management:

- Finance and Control (FI/CO)

- Funds Management (FM)
- Grants Management (GM)
- Materials Management (MM)
- Human Capital Management (HCM) incl. Employee Self Service and [ESS]Manager Self Service [MSS]
- Travel Management

ECOWAS is still implementing other SAP modules and solutions.

## **2. OBJECTIVE**

The objective of the consultancy includes the development of custom enhancements, reports development & management of standards SAP objects with ABAP Oriented Object, interfaces, reports and transactions in accordance with technical and functional specifications using various SAP objects to support SAP modules implemented at ECOWAS.

Also, the ABAP Consultant shall be expected to develop custom enhancements, reports to support Grants Management (GM) processes and reporting to satisfy reporting requirements of ECOWAS partners with the objective to generate the full project financials in line with the reporting requirements of the ECOWAS major development partners as the World Bank, African Development Bank, European Union, etc. from the SAP.

## **3. SCOPE OF THE SERVICES**

The consultant will undertake the following duties:

- Collaborate with business users to understand business requirements and translate them into technical specifications.
- Gather the ECOWAS' ABAP requirements and provide the required documentation.
- Transform business functional requirements into technical program specs to code, test and debug programs.
- Design, code, and test ABAP programs to meet the specified requirements. This includes developing custom reports, interfaces, enhancements, and workflows within the SAP system.
- Design and develop the solution in SAP ABAP/ABAP-Object-Oriented, based on users' specifications under the supervision of the ECOLink Supervising Consultant.
- Transport the developed solution from the Development platform to the Quality Assurance platform in the SAP landscape.
- Develop reports such as individual project financial statement, project budget variance which include statement of financial position, statement of financial performance, statement of change in net asset, cashflow statement, statement of comparison of budget and actual amount, Notes to the Financial Statement for institution reporting and development partners. The financial statements are meant for Projects as well as for Institutions and agencies.
- Develop reports in SAP System to support Grants Management (GM) processes and reporting to satisfy reporting requirements of ECOWAS partners with the objective to generate the full project financials in line with the reporting requirements of the ECOWAS' major development partners like the World Bank, African Development Bank, European

Union, etc.

- Follow up with the users and other key users in carrying out the Quality Assurance Testing and effect requested amendments and corrections.
- Ensure seamless integration to existing enhancements and standard SAP modules already implemented in ECOWAS.
- Design and develop any required Interfaces to enable proper data exchange between SAP and others non-SAP systems using BAPI, PI PROXIES, WEB SERVICES or any SOA integration tools.
- Create new Workflows and enhance existing Workflows.
- Conduct Workflow development including analysis of workflow issues.
- Provide the required documentation.
- Ensure proper knowledge transfer to ECOWAS Staff.
- Perform any SAP ABAP development based on users' specifications.
- Resolve various day-to-day technical challenges.
- Resolve any defect that occurred in developed objects after their Go-live.

#### **4. DELIVERABLES**

The following is the list of expected deliverables during and at the end of the assignment:

- Develop, enhance and maintain SAP BAPI, BADI, RFCs.
- Develop financial statement, individual project financial statement and project budget variance which include statement of financial position, statement of financial performance, statement of change in net asset, cashflow statement, statement of comparison of budget and actual amount, Notes to the Financial Statement for institution reporting and development partners. The financial statements are meant for Projects as well as for Institutions and agencies.
- Ensure tested and approved reports are deployed to Production environment.
- Transform business functional requirements into technical program specs.
- Develop technical designs, following defined processes for timely completion of high-quality deliverables and outline system specifications.
- Develop the SAP Program specifications or prototypes.
- Program designs and Physical system design.
- Common routines and utilities.
- Deliver systems that meet functional design specifications.
- System and program tests.
- System and program documentation.
- Backup, recovery and restart procedures

#### **5. PROFILE OF THE CONSULTANT**

- Shall justify a minimum of Bachelor (Bac + 3) in Information Technology or Business

Management or Sciences or a related field.

- Minimum 5 years with technical development experience in SAP using ABAP language with at least 2 years' experience in development of SAP GM (Grants Management) submodule.
- Minimum 5 years with development experience with ABAP: Object Oriented Programming, ABAP WebDynpro, ALE, IDOC, BADI, BAPI, User Exit, Data Dictionary, SAP SCRIPT, SMARTFORMS etc.
- Analyze existing ABAP programs and provide recommendations to improve its execution performance.
- Design new ABAP programs as per the requirements from the Functional Specifications and enhance existing ABAP programs using various modularization techniques.
- Functional Knowledge and Programming experience with SAP core modules: FI (Financial Accounting), FM (Funds Management), MM (Materials Management) and Grant Management (GM) is required.
- Excellent knowledge of SAP configuration and development methods and disciplines
- Knowledge of SAP Fiori Apps development and installation
- Understanding of relational databases, data storage, and SQL concepts. Understanding of data structures and data objects.
- Excellent written, presentation and verbal communication skills in French or English is a must.
- Great problem solving, troubleshooting and analytical skills
- Experience in designing/architecting complex solutions
- Excellent in documenting specification and technical solutions
- SAP ABAP certification is a plus

## **6. DURATION**

The assignment period is expected for six (6) months.

## **7. LOCATION**

The consultant will be based at ECOWAS Commission headquarters in Abuja, Nigeria but covering the entire ECOWAS Institutions under the supervision of the ECOLink Director.

## **8. REPORTING**

The consultant will report to ECOLink Director and be expected to follow his guideline in terms of work assignments and priorities

# **Commissioner for Internal Services**